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# BRAINWARE UNIVERSITY

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Brainware University
398, Ramkrishnapur Road, Barasat
Kolkata, West Bengal-700125

**Term End Examination 2025-2026**
**Programme – B.Tech.(CSE)-DS-2022**
**Course Name – Human Resource Development and Organizational Behavior**
**Course Code - OEC-CSD702B**
**( Semester VII )**

**Full Marks : 60** **Time : 2:30 Hours**

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

## Group-A

(Multiple Choice Type Question) 1 x 15=15

1. *Choose the correct alternative from the following :*

(i) Select the primary purpose of performance appraisal in organizations.
a) To punish employees b) To assess and improve performance
c) To reduce salary d) To document leave

(ii) Select the method used for performance appraisal that gathers feedback from peers, subordinates, and supervisors.
a) 180-degree b) 90-degree
c) 360-degree d) Single rating

(iii) Select the most common tool used in 360-degree appraisal.
a) Memo b) Checklist
c) Questionnaire d) Attendance sheet

(iv) Select the correct party involved in industrial disputes.
a) Customers b) Management
c) Distributors d) Advertisers

(v) Select the purpose of collective bargaining.
a) Wage fixation b) Increase production
c) Promote CSR d) Improve PR

(vi) Identify the benefit of internal recruitment.
a) High cost b) New ideas
c) Quick process d) Lack of motivation

(vii) Identify the recruitment method used for top executives.
a) Campus recruitment b) Headhunting
c) Walk-in interview d) Internal job posting

(viii) Identify the interview type with pre-set questions.
a) Unstructured interview b) Informal interview
c) Structured interview d) Exit interview

(ix) Identify the phase where job fit is evaluated.



30- 3

a) Orientation
b) Recruitment
c) Selection
d) Promotion

(x) Identify the major disadvantage of internal recruitment.

a) Higher cost
b) Limited talent pool
c) More diversity
d) Fresh perspectives

(xi) Choose the most cost-effective source of recruitment.

a) Job portal
b) Employee referral
c) Advertising
d) Campus placement

(xii) Choose the stage where the candidate is offered the job.

a) Screening
b) Final interview
c) Offer letter
d) Job posting

(xiii) Choose the characteristic of structured interviews.

a) Random questions
b) Consistent format
c) Spontaneous responses
d) Unplanned evaluation

(xiv) Choose the method that helps assess behavior under pressure.

a) Personality test
b) Interview
c) Group discussion
d) Reference check

(xv) Choose the document that outlines skills and qualifications needed.

a) Job description
b) Offer letter
c) Job specification
d) Resume

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## Group-B

(Short Answer Type Questions) 3 x 5=15

2. Describe the scope of Human Resource Management (HRM). (3)
3. Describe the role of HR managers in implementing HR plans. (3)
4. Cite the difference between structured and unstructured interviews. (3)
5. Establish the importance of training in employee development. (3)
6. Estimate how management's approach affects the outcomes of industrial negotiations. (3)

**OR**

Estimate the interplay between motivational theories and collective bargaining outcomes. (3)

## Group-C

(Long Answer Type Questions) 5 x 6=30

7. Cite the Management by Objectives (MBO) approach. (5)
8. Explain how potential appraisal differs from performance appraisal. (5)
9. Estimate the contribution of psychological growth stages in workplace behavior. (5)
10. Estimate the determinants that most influence personality development in an organizational context. (5)
11. Estimate the influence of personality traits on leadership styles. (5)
12. Explain the relevance of performance appraisal in training and development. (5)

**OR**

Explain the significance of Organizational Behaviour (OB) in today's dynamic business environment. (5)

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